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DEPARTMENT OF LABOUR, CANADA

HUMPHREY MITCHELL, Minister

BRYCE M. STEWART
DEPUTY MINISTER

A. MacNAMARA
ASSOCIATE DEPUTY MINISTER

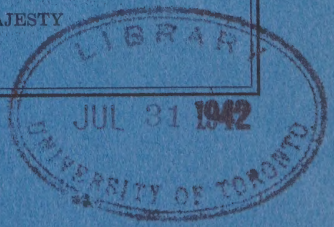
DOMINION-PROVINCIAL YOUTH TRAINING
PROGRAMME

DOMINION-PROVINCIAL WAR EMERGENCY
TRAINING PROGRAMME

REPORT OF THE DOMINION SUPERVISOR OF TRAINING
FOR THE FISCAL YEAR ENDING MARCH 31, 1942

1941/42

OTTAWA
EDMOND CLOUTIER
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
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To the Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

SIR,—The Youth Training Act, 1939, provides that a report shall be laid before Parliament within thirty days after the end of each fiscal year or if Parliament is not then in session shall be published and made available for distribution by the Department of Labour containing a full and correct statement of moneys expended and obligations contracted under the Act.

I have the honour to transmit herewith the report of Mr. R. F. Thompson, Dominion Supervisor of Training, which sets forth statements of expenditures and obligations contracted during the fiscal year ending March 31, 1942, together with other detail concerning the administration of the Act. The report also deals with the administration of the Dominion-Provincial War Emergency Training Programme which was carried on under the Agreements entered into pursuant to the Youth Training Act, but with funds from the War Appropriations.

Respectfully submitted,

BRYCE M. STEWART,
Deputy Minister of Labour.

Dominion-Provincial Youth Training Programme

Dominion-Provincial War Emergency Training Programme

REPORT OF THE DOMINION SUPERVISOR OF TRAINING

TO DR. BRYCE M. STEWART,
Deputy Minister of Labour.

SIR,—The undersigned begs to report as follows concerning the administration of the Youth Training Act, 1939, during the fiscal year ending March 31, 1942.

During the fiscal year 1941-42 the Dominion-Provincial Youth Training Programme was continued on a reduced scale in accordance with the changed situation created by the increase in employment opportunities. With the co-operation of the provinces the War Emergency Training Programme to train skilled and semi-skilled workers for industries engaged in war work and for the armed forces was also continued and considerably expanded. These programmes are dealt with separately hereunder.

DOMINION-PROVINCIAL YOUTH TRAINING PROGRAMME

The Youth Training Act, 1939, expired on March 31, 1942, and on that date the Dominion-Provincial Youth Training Programme completed its fifth year of operation. In addition to the three years of operation under the Youth Training Act, 1939, the Dominion-Provincial Youth Training Programme was carried on in 1937 and 1938 under the Relief Legislation then in effect. During the fiscal year just closed an amount of \$1,500,000 was appropriated by Parliament for carrying out the purposes of the Act during the fiscal year. The agreements entered into with the provinces under the provisions of the Youth Training Act continued in effect for three years and expired with the Act on March 31, 1942. The amounts allotted to the provinces under these agreements for the fiscal year 1941-42, together with the Dominion's commitments and disbursements to March 31, 1942, and the dates on which the agreements were entered into are shown in Table 1. Table 1 also shows the Dominion allotments, commitments and claims paid during the three years of operation under the Youth Training Act, 1939, together with the two previous years' of operation under relief legislation.

TABLE 1—DOMINION COMMITMENTS AND DISBURSEMENTS

FISCAL YEAR 1941-42 TO MARCH 31, 1942

	Date of Agreement	Dominion Allotment	Dominion Commitments to Schedules	Claims paid by Dominion
		\$ cts.	\$ cts.	\$ cts.
Prince Edward Island.....	August 3, 1939	15,000 00	14,300 00	2,699 76
Nova Scotia.....	July 7, 1939	18,000 00	18,000 00	8,519 79
New Brunswick.....	July 21, 1939	27,500 00	27,500 00	8,729 42
Quebec.....	Feb. 27, 1940	175,500 00	175,500 00	108,585 89
Ontario.....	July 26, 1939	40,000 00	5,000 00	928 64
Manitoba.....	July 17, 1939	63,000 00	63,000 00	21,645 01
Saskatchewan.....	June 29, 1939	15,000 00	9,400 00	5,460 50
Alberta.....	July 10, 1939	77,500 00	76,500 00	37,461 28
British Columbia.....	July 8, 1939	60,500 00	58,050 00	21,454 28
		492,000 00	447,250 00	215,484 57

TOTAL DOMINION COMMITMENTS AND DISBURSEMENTS SINCE THE COMMENCEMENT OF THE YOUTH TRAINING PROGRAMME IN 1937 TO MARCH 31, 1942

	Dominion Allotment	Dominion Commitments to Schedules	Claims paid by Dominion
	\$ cts.	\$ cts.	\$ cts.
Prince Edward Island.....	90,000 00	81,375 00	50,863 45
Nova Scotia.....	234,000 00	211,500 00	191,902 12
New Brunswick.....	299,000 00	299,000 00	222,319 99
Quebec.....	1,195,500 00	1,119,500 00	693,964 07
Ontario.....	1,255,000 00	800,507 92	579,083 20
Manitoba.....	618,000 00	593,375 00	422,264 86
Saskatchewan.....	485,000 00	465,885 15	406,277 57
Alberta.....	544,500 00	533,500 00	422,456 30
British Columbia.....	605,500 00	576,400 00	479,733 82
	5,326,500 00	4,681,043 07	3,468,865 38

Under the Youth Training Act and agreements those eligible to participate in the Training Projects were young men and young women between the ages of 16 and 30 who were not gainfully employed and whose families were not in a position to pay the full cost of the training.

As in previous years schedules of training projects proposed to be carried on in the various provinces were submitted by the provincial authorities, and if approved by the Dominion became integral parts of the agreement. The costs of the Youth Training Programme exclusive of administration were borne 50 per cent by the Dominion, and 50 per cent by the province concerned, the provincial government making the expenditures in the first instance, the Dominion reimbursing the province for 50 per cent of the expenditures following the receipt and audit of claims. Administration expenses were borne by the provinces.

The purpose of the Youth Training Programme was to fit unemployed young people for employment by the following means:—

- (a) By providing theoretical and technical instruction, as well as practical work experience.
- (b) By improving their physical fitness.
- (c) By maintaining morale and instilling work habits and a sense of discipline.

The projects carried on under the Youth Training Programme were not all designed to train young people for wage-earning employment. The rural classes were conducted with a view to giving young people from the farms the necessary training and knowledge not only to increase their efficiency as farm operators but also to improve the standards of rural home life and develop rural leadership. The physical recreation centres were, of course, designed to build up physical fitness.

The following types of projects were carried on during 1941-42:—

Mining Training—Quebec.

Urban Occupational Training for Men—British Columbia, Alberta, Manitoba, Ontario, Nova Scotia, Prince Edward Island.

Urban Occupational Training for Women—British Columbia, Alberta, Manitoba, Quebec.

Home Service Training Schools for Women—British Columbia, Alberta, Manitoba, Ontario, Quebec.

Rural Training for Women in Homecraft and Handicraft—Manitoba, Quebec, New Brunswick, Nova Scotia.

Agricultural Classes for Rural Men or Women—British Columbia, Alberta, Saskatchewan, Manitoba, Quebec, New Brunswick, Nova Scotia, Prince Edward Island.

Physical Training and Citizenship—British Columbia, Alberta, Manitoba, Quebec, New Brunswick.

Student Aid—British Columbia, Alberta, Saskatchewan, Manitoba, Quebec, Prince Edward Island.

STUDENT AID

The student aid project to assist university students who were in financial need was carried on during 1941-42 in the four western provinces, Quebec and Prince Edward Island. The regulations were the same as in previous years with one exception, namely, that any new participants were to be selected from final year students in Science, Engineering or Medicine. Students were selected by a committee of each participating university on a basis of academic merit plus financial need. The maximum assistance to any one student was confined to \$200 per academic year. The Dominion's allotments to the provinces for student aid were: Prince Edward Island \$300, Quebec \$4,500, Manitoba \$2,500, Saskatchewan \$1,000, Alberta \$2,000, British Columbia \$2,550. The provinces each provided an amount equal to that allotted by the Dominion.

In October 1941, in view of the shortage of Doctors, Engineers and Scientists necessary for the war effort the Dominion asked the four western provinces, Ontario and Quebec to co-operate in making available additional funds on a fifty-fifty basis with the Dominion to assist students in those three faculties who were in financial need and who would agree on graduation to make their services available to the war effort in the capacity for which they had been trained. The provinces of Quebec and British Columbia agreed to make

available \$7,500 and \$3,000 respectively which amounts were matched by the Dominion. Assistance has been given to 333 students under this plan during the year.

PLACEMENT

During the fiscal year 1941-42 the Youth Training Program continued to place special emphasis on the securing of employment for those who had completed a course designed to fit them for wage-earning work. The facilities of the Employment and Claims Offices of the Unemployment Insurance Commission were utilized for this purpose and were supplemented by project supervisors and placement officers. In addition assistance was given in the finding of employment for those who had completed training by many of the class instructors, and by local committees in many places.

Table 3 sets forth by provinces the numbers who were placed in wage-earning employment and those who enlisted during the fiscal year. Apart from those placed through the facilities of the Youth Training Program many trainees on completion of their course found employment through their own efforts while in addition to those who found wage-earning employment a number of others were enabled to become gainfully employed on their own behalf. There are no records available as to the number in these categories and they are not included in Table No. 3.

TABLE No. 2—DOMINION-PROVINCIAL YOUTH TRAINING PROGRAMME

STATISTICAL SUMMARY FOR THE FISCAL YEAR ENDING MARCH 31, 1942 (SUBJECT TO REVISION)

	Prince Edward Island	Nova Scotia	New Brun- swick	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia	Dominion Total
A. Total given training—										
Male.....	127	406	167	972	298	600	833	4,067	1,714	9,234
Female.....	175	614	1,274	796	23	632	78	2,608	4,349	10,549
Total.....	302	1,020	1,441	1,768	321	1,232	961	6,675	6,063	19,783
B. Discontinued before completion of course—										
Male.....	7	49	7	151	1	18	13	25	4	275
Female.....	4	129	18	208	4	84	.....	105	53	605
Total.....	11	178	25	359	5	102	13	130	57	880
C. Total days' training.....	9,738	33,611	20,779	71,506	4,813	31,198	11,964	106,125	54,331	344,065
Total number given training various types of projects										
D. Projects designed to train for wage-earning employ- ment—										
Mining.....	.....	.....	.....	182	.....	.....	.....	.....	.....	182
Urban Occupational.....	88	327	3	.....	298	522	.....	382	472	2,102
Home Service Training.....	.....	.....	8	450	23	233	.....	188	70	972
Farm Apprenticeship.....	.....	.....	.....	200	.....	.....	.....	.....	.....	200
Total in projects designed to train for wage- earning employment.....	88	327	11	832	321	755	.....	580	542	3,456
E. Other Projects—										
Agricultural and Rural Training Courses.....	202	693	1,252	637	.....	440	933	845	237	5,239
Physical Training Courses.....	.....	.....	178	178	.....	.....	.....	5,195	5,204	10,795
Student Aid.....	12	.....	.....	121	.....	37	28	55	80	333
Total Other Projects.....	214	693	1,430	936	.....	477	961	6,095	5,521	16,327
Grand Total all Courses, April 1, 1941, to March 31, 1942.....	302	1,020	1,441	1,768	321	1,232	961	6,675	6,063	19,783

TABLE No. 3—DOMINION-PROVINCIAL YOUTH TRAINING PROGRAMME
 NUMBERS PLACED IN EMPLOYMENT AND NUMBERS ENLISTED FROM YOUTH TRAINING CLASSES, APRIL 1, 1941, TO MARCH 31, 1942
 (SUBJECT TO REVISION)

	Prince Edward Island		Nova Scotia		New Brunswick		Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia		Totals	
	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed
Mining.....							123												123	
Men's Urban.....			116	26					296		514	46			20	12	11	1	957	85
Women's Urban.....			7												156		233		396	
Women's Home Service.....					8		160				223				106		60		557	
Farm Apprenticeship.....							72												72	
Other Projects—Men.....	3		88		4	4	1				1		2		7	1			106	5
Other Projects—Women.....	3				11						1				13				28	
Total—Men.....	3		204	26	4	4	196		296		515	46	2		27	13	11	1	1,258	90
Total—Women.....	3		7		19		160				224				275		293		981	
Totals.....	6		211	26	23	4	356		296		739	46	2		302	13	304	1	2,239	90

TABLE No. 4—DOMINION-PROVINCIAL YOUTH TRAINING PROGRAMME
STATISTICAL SUMMARY FROM COMMENCEMENT IN 1937 TO MARCH 31, 1942

Course	Number given training			Number who discontinued training before completion			Number placed in employment			Number who enlisted	(1) Aggregate days' Training given
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Prince Edward Island.....	1,607	1,092	2,699	89	20	109	165	47	212	5	67,734
Nova Scotia.....	3,098	1,760	4,858	310	186	496	721	81	802	47	215,298
New Brunswick.....	4,264	5,548	9,812	813	376	1,189	322	242	564	394	300,280
Quebec.....	30,280	10,402	40,682	1,680	1,911	3,591	1,149	271	1,420	5	803,197
Ontario.....	8,157	3,708	11,865	550	547	1,097	4,850	2,380	7,230	1,231	744,731
Manitoba.....	12,926	13,004	25,930	2,936	2,263	5,199	3,042	3,626	6,668	907	662,659
Saskatchewan.....	21,657	9,254	30,911	1,035	817	1,852	456	681	1,137	1,045	616,151
Alberta.....	22,848	18,276	41,124	1,254	609	1,863	1,329	1,104	2,433	404	759,871
British Columbia.....	21,133	32,404	53,537	1,208	957	2,165	1,193	1,158	2,351	385	781,471
Dominion Total.....	125,970	95,448	(2) 221,418	9,875	7,686	17,561	13,227	9,590	22,817	4,423	4,951,392

(1) Including days worked in Mining and Forestry projects.

(2) Of this total 62,142 were enrolled in projects designed to train them for wage-earning employment.

DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME

During the fiscal year 1941-42 the Dominion continued with the co-operation of the provinces to carry on the Dominion-Provincial War Emergency Training Programme, which was inaugurated in June of 1940. This programme was carried on under authority of Order in Council which invoked the War Measures Act for the purpose of overcoming certain restrictions of the Youth Training Act and agreements, particularly as to the circumstances and age limit of trainees and as to the percentage of the cost to be borne by the Dominion.

Funds were allotted to the Department of Labour from the War Appropriation for the purpose of carrying on this training and special schedules were approved and appended to all Youth Training agreements except that with the province of Prince Edward Island providing regulations under which the training was to be given. In the case of Prince Edward Island there were no suitable facilities for training within the province nor were there any industries in that province engaged on war contracts. The shops and existing equipment of the technical schools were made available to the Programme by the municipalities without payment of rent or depreciation and the provinces paid certain administrative costs and one-half the price of all machinery and equipment purchased. All other costs of the War Emergency Training Programme were assumed by the Dominion government.

Although there were no suitable vocational shops or other adequate facilities for industrial training for war work in the province of Prince Edward Island it was felt that persons from that province should have an opportunity of serving in the war effort and arrangements were made whereby trainees from Prince Edward Island would be enrolled in training centres in the provinces of New Brunswick and Nova Scotia. As its contribution to this training the provincial government of Prince Edward Island paid the cost of transportation for trainees attending these classes.

PRE-EMPLOYMENT INDUSTRIAL CLASSES

Pre-employment Classes to train Industrial workers for war industries were carried on in approximately one hundred centres. Each training centre operated on an eight-hour shift, many of them operating two shifts per day and some three. The normal length of courses was three months and the weekly training period varied from thirty-seven to forty-four hours per week. For some specialized training, i.e., machine operators, etc., the training lasted from two to eight weeks. No course of instruction lasting less than two weeks was given under the War Emergency Training Programme as it is felt that such training is better given in industry on the actual job. Certain more advanced courses such as tool room improvers, lasted for six months.

The instruction given was for aircraft manufacturing, aircraft and aero-engine overhaul, sheet metal work, welding (gas and arc), shipyard workers (shipwrights, pipefitters, riveters, heaters, caulkers), machine shop practice, bench fitting and assembling, radio mechanics, instrument makers, industrial chemistry, moulding, pattern making, draughting, inspecting and a course for tool room improvers. Safe working practices were taught as part of the general shop work and in addition class-room instruction was given in related subjects such as drawing, blueprint reading, shop mathematics, use of verniers, micro-meters, etc. In the Province of Quebec two or three hours each week were spent in industrial English by the French-speaking trainees.

Where requested by a company engaged in war work, part-time evening classes were held in pre-employment schools to provide class-room instruction

such as, draughting, drawing, blueprint reading, mathematics, etc., to help upgrade the employee. These classes were held two or three evenings per week and the Dominion paid the salaries of instructors and costs of any necessary class-room materials. Those attending these part-time evening classes were all employed persons and no subsistence allowances were paid.

SELECTION OF TRAINEES

The selection of trainees was made by the local schools or supervisors or other officers of the provincial administration. The schedule of regulations governing the administration of the War Emergency Training Programme, which was appended to the Youth Training Agreement, provided that preference in the selection of trainees should be given in the following order:—

1. Veterans of the Great War and those discharged from the armed forces in the present war.
2. Older men.
3. Women and younger men.
4. Men over sixteen, with the restriction that men within the compulsory military training age group, must not be admitted for training unless they had been rejected for or were otherwise ineligible for military training.

As the year advanced, women in increasing numbers were admitted to the training centres. In recent months there has been a marked decrease in the number of male applicants available particularly in the Province of Ontario, and as this trend is bound to increase, it is felt that the proportion of women admitted to the centres will become larger.

PAYMENTS TO TRAINEES

During the first ten months of the fiscal year weekly subsistence allowances were paid to trainees as follows: heads of families \$12; single trainees living away from home \$7 to \$9 (according to the area); single trainees living at home who had given up wage-earning employment to attend a class or who were in financial need \$3. On February 2, 1942, the allowance for heads of families was increased to \$13 and that for single trainees living at home to \$5, with the restriction regarding financial need and the giving up of wage-earning employment being removed. The travelling expenses of trainees to training centres and return to their homes or to employment were provided where necessary.

Authority was obtained by Order in Council to bring trainees in War Emergency full-time pre-employment classes under the Government Employees' Compensation Act for all purposes other than the payment of compensation for temporary disability but allowing in all temporary disability cases necessary first-aid, medical and hospitalization expenses. In cases where hospitalization was unnecessary, provision was made for the continuation during the period of disability of the regular subsistence allowance provided to the trainee prior to the accident. As trainees are not paid a direct wage or salary, provision was made that the amount of compensation to be paid in respect of any trainee should be computed as though the injured trainee had been in receipt of a fixed wage of \$12.50 per week.

PLACEMENT

Special attention was placed on the securing of employment for trainees from the War Emergency Pre-employment Classes by placement officers engaged for that purpose. The facilities of the Employment and Claims Offices of the Unemployment Insurance Commission were utilized and the staffs of the various schools also assisted in the placement work.

Particular attention was paid to the matter of obtaining sponsorship of trainees by industry and in many instances industry referred groups of students to the local schools asking that they be trained along certain definite lines and promising to take into their employ all those who satisfactorily completed their training. In other cases definite weekly or monthly quotas were supplied to employers as required. Where necessary groups of trainees from one area were transferred to other areas where they were needed. Close contact was maintained between industry and the schools so that the training given would meet the requirements of the employer.

Each trainee who satisfactorily completed a course was given a certificate showing the length of the training period, subjects covered, the number of hours spent on each subject and trainee's rating.

The numbers trained in Pre-employment Industrial Classes under the War Emergency Training Programme together with information regarding the disposition of those who completed their training is shown in Table No. 5. Table No. 8 sets forth the Dominion's commitments and disbursements to March 31, 1942.

PRE-ENLISTMENT CLASSES FOR THE R.C.A.F.

The pre-enlistment classes carried on in previous years under the Youth Training Programme to train aero-engine mechanics, airframe mechanics and wireless operators ground for the R.C.A.F. were carried on during 1941-42 under the War Emergency Training Programme. In addition to the foregoing ground trades, pre-enlistment classes were established in Ontario during the past year to train radio mechanics while pre-enlistment classes in all provinces except Prince Edward Island were inaugurated to give educational refresher training for potential aircrew personnel. These classes were established at the request of the R.C.A.F.

Before entering these pre-enlistment classes trainees were medically examined and documented by R.C.A.F. officers. Each trainee signed a statement that on completion of his training he would enlist with the R.C.A.F. Trainees for the aero-engine mechanics, airframe mechanics and wireless operators ground trades were selected from young men with some secondary school education while those for radio mechanics and aircrew refresher classes were selected from young men with just a little less than matriculation standing. Such aero-engines and airframes as were required for this training were supplied by the R.C.A.F.

The syllabus for each course of training was drawn up by the R.C.A.F. and the trainees on completion of their training were examined or trade tested and those who successfully passed these tests were then enlisted. R.C.A.F. Headquarters appointed a liaison officer to visit all schools and report on methods of training and also appointed a resident liaison N.C.O. at each school.

The length of the courses for aero-engine mechanics, airframe mechanics and wireless operators ground was eighteen weeks, and that for radio mechanics twenty-four weeks. When the Educational Refresher Classes for Aircrew Personnel were first started the maximum length of the course was 18 weeks but trainees were graduated as soon as they attained the required standing. After a few months' experience in this training the syllabus was standardized and the length of the course set at twelve weeks.

During the first ten months of the year subsistence allowances were paid to trainees in R.C.A.F. pre-enlistment classes at the following rates: heads of families \$12; single trainees living away from home \$9; single trainees living at home \$7. On February 2nd the allowance to heads of families was increased to \$15 and that for single trainees living away from home to \$10.

Pre-enlistment classes for the R.C.A.F. were carried on at 27 centres throughout the country. Each trainee attending one of these pre-enlistment

classes was supplied with a button badge to distinguish him as a R.C.A.F. trainee under the War Emergency Training Programme who would be enlisting on completion of his training.

Trainees in pre-enlistment classes for the R.C.A.F. were brought under the Government Employees' Compensation Act on the same basis as trainees in full-time pre-employment classes as described in a previous section of this report.

During the year a total of 14,874 men were in training in pre-enlistment R.C.A.F. classes. Table No. 5 shows the numbers trained and enlisted during the year by provinces.

ARMY AND NAVY TRADESMEN'S CLASSES

During 1941-42 the army continued to refer enlisted men to training centres under the War Emergency Training Programme for basic training in certain trades. The trades for which instruction to army men was given were motor mechanics, driver mechanics, blacksmiths, carpenters, clerks, draughtsmen, electricians and radio mechanics, fitters and artificers, tin- and coppersmiths, plumbers, welders, cooks, bricklayers, concretors and instrument makers. The normal length of the course was three months.

The men given training under this phase of the programme were all enlisted men selected by the army, and were not in receipt of any subsistence allowances from the War Emergency Training Programme.

Some classes were also held to train men for the Navy during the year 1941-42. These were all located in the Province of Ontario, the instruction given being for artificers, radio technicians and bench fitters.

The number of Army and Navy men in classes under the War Emergency Training Programme during 1941-42 is shown by provinces in Table 5.

VOCATIONAL TRAINING FOR MEMBERS OF THE ARMED FORCES DISCHARGED SUBSEQUENT TO JULY 1, 1942

Order in Council P.C. 7633 of October 1, 1941, known as "The Post-discharge Re-establishment Order," provides that the Minister of Pensions and National Health may order the payment of a weekly grant to discharged persons under certain conditions, one of which is that such persons are pursuing vocational training or other educational training. At the request of the Minister of Pensions and National Health arrangements were made whereby vocational training would be provided in training centres under the Department of Labour to members of the armed forces honourably discharged subsequent to July 1, 1941, who might be referred to such centres by the Department of Pensions and National Health. Provision was made to admit such persons to regular classes being conducted under the War Emergency Training Programme, classes being conducted under the Youth Training Programme or, subject to the consent of the school authorities, to existing classes carried on at provincial or municipal schools as part of their regular work. In the latter case the normal tuition fee was paid to the school authorities. Provision was also made for the establishment of special classes to provide vocational training to discharged members of the armed forces where necessary.

While the discharged men to take this training were selected by the Department of Pensions and National Health officials of the War Emergency Training Programme sat on the Department of Pensions and National Health Selection Boards in the different provinces in an advisory capacity. The primary responsibility of finding employment for these discharged men taking vocational training rested with the Department of Pensions and National Health and the Employment Service of the Unemployment Insurance Commission but special placement officers and other officials of the War Emergency Training Programme were

available to assist so far as possible. The allowances granted to these discharged members of the armed forces were paid by the Department of Pensions and National Health.

TRAINING IN INDUSTRY

In the fall of 1941 field representatives of the War Emergency Training Programme carried out a survey to secure information as to the number of workers who had been given training within war industry during the period January 1 to September 30, 1941. Of the 824 firms reporting 740 were providing training of one type or another. The total numbers given training in industry during the period mentioned, broken down in the different types of training, were as follows:—

Foremen.....	1,007
Apprentices.....	5,853
In Plant Schools.....	2,653
Training on the Job lasting from 1 week to 3 months.....	44,249
Training on the Job lasting over 3 months.....	18,320
Total.....	<u>72,082</u>

Following this survey a policy of giving Dominion financial assistance to industries desiring to develop or establish plant schools on their own premises was adopted. The Department of Labour secured on loan from the Unemployment Insurance Commission the services of Mr. F. H. Horton to act as Assistant Supervisor of Training and to be particularly charged with the promotion of training in industry. Regulations were added to the agreement schedules, covering the War Emergency Training Programme, providing that assistance might be granted where special schools were approved by the Dominion Supervisor of Training. The conditions under which approval was granted to plant schools were that the company provide adequate premises or areas for training purposes; engage full-time instructors; provide necessary training equipment, working materials, supplies, light, heat and water; institute a course of instruction satisfactory to the Dominion Supervisor of Training; agree to joint supervision of the school by a representative nominated by the company and a representative of the War Emergency Training Programme nominated by the Supervisor of Training. To companies operating approved Plant Schools the Dominion agreed to pay the salaries of instructors and allowances to trainees at the rates provided to trainees in pre-employment classes.

It was provided that trainees in Plant Schools might be either men or women according to the preference of the industry concerned, and that trainees might be enrolled either from employees of the plants concerned or from applicants referred to the plants by the War Emergency Training Programme and approved by the company.

A certificate was issued to each approved Plant School certifying that the school had complied with the foregoing conditions. While assistance to plant schools under the War Emergency Training Programme was only inaugurated towards the end of the fiscal year, approval has been given at the date of this report to five such schools, four of them being in the Province of Ontario and one in the Province of Quebec.

Provision was also made to assist such firms as wished to provide evening class instruction on their own premises for certain of their employees with a view to upgrading them. Such part-time classes were held two or three evenings a week with instruction being given in class-room subjects such as draughting, drawing, blueprint reading, mathematics, etc. The salaries of instructors and costs of supplies for these classes were paid by the Dominion.

To help meet the requirements of the aircraft manufacturing, overhaul and repair companies for skilled workers arrangements were made for the Dominion to

share in the cost of sending up to one hundred men selected by the industry, to Los Angeles, California, to take a special course in aircraft production. The course given was of an advanced nature not available in Canada. The Director General of Aircraft Production allotted the one hundred courses to the different companies and they were then invited to participate. The Dominion paid the costs of tuition for a period up to three months and the cost of room and board for not more than three months. The companies participating paid the costs of transporting the men to Los Angeles, pocket money, and work uniforms. Many of the companies felt they could not spare men to take this resident course at Los Angeles and at the date of this report 46 men have gone to the school.

To assist in upgrading employees of these companies arrangements were made for a reduced fee for a minimum of 1,000 units of the school's home study course on aircraft production. The Director General of Aircraft Production also allotted these courses to the different companies. The Dominion paid 50 per cent of the cost of the Home Study courses and in most cases the companies required the men to contribute the other 50 per cent, the companies refunding to the employee on completion of the course a percentage of the employee's contribution based on the passing grade attained. Under this plan a total of 1,183 Home Study courses were made available to workers in the Aircraft Industries.

In order to bring to the attention of companies engaged on war work the necessity of training workers and the methods to be followed, a series of bulletins for employers was published by the Department of Labour. The first bulletin dealt with pre-employment industrial classes under the War Emergency Training Programme and provided employers with information as to the type of instruction given and the method by which they could take advantage of these classes. Bulletin No. 2 dealt with apprenticeship training and outlined the plans in effect in certain large companies. Bulletin No. 3 dealt with Plant Schools describing certain of those in operation and outlining the assistance which the Dominion was prepared to give to industry in the establishment of such schools. At the date of this report the fourth bulletin is being printed, dealing with Training on the Job and Up-grading.

WAR EMERGENCY TRAINING CONFERENCE

A conference attended by approximately thirty Dominion and Provincial officials engaged in the training programme was held in Ottawa from March 16 to 18 inclusive. Plans and procedures to be adopted during the coming year were discussed. Representatives of the different branches of the armed forces for which training is given under the program attended at different sessions to provide information as to the type of instruction which they wished carried on. The conference proved very helpful and many of the delegates attending from the outlying provinces took advantage of their presence in Central Canada to visit many of the firms for which they are training workers.

TABLE No. 5—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME
NUMBERS PROVIDED TRAINING AND NUMBERS PLACED FROM APRIL 1, 1941, TO MARCH 31, 1942, AND IN MARCH, 1942 (SUBJECT TO REVISION)

	Numbers in Training				Placements, Enlistments and Withdrawals from Pre-Employment and R.C.A.F. Classes						
	From Apr. 1/41 to Mar. 31/42	At first of March	Enrolled in March	At end of March	Placed in Employment		Enlisted		Completed Training not reported		Left before Training completed
					From Apr. 1/41 to Mar. 31/42	In March	From Apr. 1/41 to Mar. 31/42	In March	From Apr. 1/41 to Mar. 31/42	In March	
DOMINION SUMMARY—											
Pre-Employment Classes.....	36,530	5,286	3,203	5,148	22,931	2,338	581	31	1,876	384	657
Classes for Employed Persons (1)	3,924	1,449	1,071	2,049	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes.....	14,874	5,175	1,350	5,145	116	2	7,843	1,167	243	23	223
Navy and Army Classes.....	18,438	3,068	979	2,775	.....	.....	.....	.....	.....	.....	.....
Total.....	73,766	14,978	6,633	15,116	23,047	2,340	8,424	1,198	2,119	407	880
NOVA SCOTIA—											
Pre-Employment Classes.....	734	147	64	150	514	56	7	.....	.....	.....	5
Classes for Employed Persons (1)	72	72	.....	46	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes.....	63	42	17	49	.....	.....	12	10	.....	.....	.....
Army Classes.....	888	168	29	117	.....	.....	.....	.....	.....	.....	.....
Total.....	1,757	429	110	362	514	56	19	10	.....	.....	5
NEW BRUNSWICK—											
Pre-Employment Classes.....	612	109	1	98	439	.....	11	1	.....	.....	11
Classes for Employed Persons (1)	10	.....	10	10	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes.....	939	252	41	229	.....	.....	476	44	29	162	12
Navy and Army Classes.....	1,033	209	30	170	.....	.....	.....	.....	.....	.....	.....
Total.....	2,594	570	82	507	439	.....	487	45	29	.....	23
QUEBEC—											
Pre-Employment Classes.....	6,038	1,163	242	1,058	2,782	96	26	1	955	186	66
Classes for Employed Persons (1)	432	110	321	408	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes.....	1,256	558	124	580	.....	.....	404	74	71	13	15
Army Classes.....	1,759	404	96	409	.....	.....	.....	.....	.....	.....	.....
Total.....	9,485	2,235	783	2,455	2,782	96	430	75	1,026	199	81

ONTARIO—												
Pre-Employment Classes.....	22,475	2,891	2,171	2,805	15,599	1,696	298	13	340	128	3,370	445
Classes for Employed Persons (1)	1,835	922	300	976	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes.....	4,412	1,637	499	1,664	17	.....	2,396	406	62	8	271	58
Navy and Army Classes.....	7,399	1,119	472	1,116	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	36,121	6,569	3,442	6,561	15,616	1,696	2,694	419	402	136	3,641	503
MANITOA—												
Pre-Employment Classes.....	809	187	31	152	423	47	5	.....	64	8	164	25
R.C.A.F. Classes.....	1,305	496	86	454	1	.....	735	114	31	.....	81	14
Navy and Army Classes.....	1,680	235	46	127	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	3,794	918	163	733	424	47	740	114	95	8	245	39
SASKATCHEWAN—												
Pre-Employment Classes.....	1,165	219	115	176	741	117	34	1	105	20	109	20
R.C.A.F. Classes.....	2,668	859	195	830	17	1	1,600	185	.....	.....	221	38
Navy and Army Classes.....	851	140	17	141	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	4,684	1,218	327	1,147	758	118	1,634	186	105	20	330	58
ALBERTA—												
Pre-Employment Classes.....	2,371	301	289	409	1,073	127	172	15	297	36	410	50
Classes for Employed Persons (1)	59	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes.....	2,144	679	153	688	80	1	1,128	135	41	.....	184	21
Navy and Army Classes.....	2,184	444	153	348	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	6,758	1,424	595	1,445	1,208	128	1,300	150	338	36	594	71
BRITISH COLUMBIA—												
Pre-Employment Classes.....	2,326	269	290	300	1,360	199	28	.....	115	6	256	35
Classes for Employed Persons (1)	1,516	345	440	609	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes.....	2,087	652	265	651	1	.....	1,092	199	9	2	234	65
Navy and Army Classes.....	2,644	349	136	346	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	8,573	1,615	1,131	1,906	1,361	199	1,120	199	124	8	490	100

(1) Part-time (evening) classes carried on at request of employers in war production with object of up-grading employees.

WOMEN TRAINEES—The total in training in pre-employment classes from April 1, 1941, to March 31, 1942, included the following number of women: Quebec 24, Ontario 6,198, Saskatchewan 91, Alberta 45, British Columbia 164.

The pre-employment totals at the end of March included the following numbers of women: Quebec 10, Ontario 867, Saskatchewan 25, Alberta 38, and British Columbia 56.

The total number placed in employment from April 1, 1941 to March 31, 1942 included the following numbers of women: Ontario 4,504, Saskatchewan 41, Alberta 2, and British Columbia 88.

The total number placed in employment in March, 1942 included the following number of women: Ontario 936, Saskatchewan 21, and British Columbia 2.

NOTE—Including War Emergency Training in 1940-41 and training afforded under the Youth Training Program in R.C.A.F. Classes and in industrial classes allied to war production in 1939-40 and 1940-41 over 102,000 trainees have been given War Training. Of this total about 59,000 were in Pre-Employment industrial classes and of these over 35,500 have been placed in employment and about 1,300 enlisted, and 5,148 were still in training at March 31, 1942.

More than 19,000 enlisted men have been given trade training in War Emergency Classes from July 1940, to March 31, 1942.

In the R.C.A.F. classes about 20,000 have been enrolled of whom 11,660 have been enlisted in the Air Force; 340 were placed in employment and 5,145 were still in training at March 31, 1942.

About 4,000 have received training in the classes arranged in recent months for the up-grading of employed persons selected by industry.

TABLE 6—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME

AGE AND SEX CLASSIFICATION OF TRAINEES ENROLLED IN WAR EMERGENCY PRE-EMPLOYMENT CLASSES FROM APRIL 1, 1941, to MARCH 31, 1942

	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Nova Scotia.....	311	.....	207	.....	70	.....	19	.....	8	.....	615	.....	615
New Brunswick.....	152	.....	207	.....	82	.....	18	.....	3	.....	462	.....	462
Quebec.....	1,980	3	1,775	20	856	7	445	.....	194	.....	5,250	30	5,280
Ontario.....	4,709	2,281	3,773	2,742	2,349	828	1,276	277	483	70	12,590	6,198	18,788
Manitoba.....	143	.....	226	.....	153	.....	99	.....	42	.....	663	.....	663
Saskatchewan.....	182	31	370	50	178	9	110	1	36	.....	876	91	967
Alberta.....	236	21	522	21	315	.....	302	1	161	.....	1,536	43	1,579
British Columbia.....	259	48	718	107	569	9	266	.....	113	.....	1,925	164	2,089
Total.....	7,972	2,384	7,798	2,940	4,572	883	2,555	279	1,040	70	23,917	6,526	30,443

TABLE 7—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME

AGE CLASSIFICATIONS OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN WAR EMERGENCY PRE-EMPLOYMENT TRAINING CLASSES FROM APRIL 1, 1941, TO MARCH 31, 1942

	Age 16 to 19	Age 20 to 29	Age 30 to 39	Age 40 to 49	Age 50 and over	Totals
Nova Scotia.....	4	14	4	6	2	30
New Brunswick.....	16	67	13	7	2	105
Quebec.....	29	126	41	55	24	275
Ontario.....	35	293	105	328	89	850
Manitoba.....	10	104	51	57	30	252
Saskatchewan.....	15	106	31	58	14	224
Alberta.....	14	94	48	150	52	358
British Columbia.....	7	119	54	93÷	33	306
Total.....	130	923	347	754	246	2,400

TABLE 8.—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME

DOMINION ALLOTMENTS AND CLAIMS PAID

Province	Fiscal Year 1940-41		Fiscal Year 1941-42		Total	
	Dominion allotment	Claims paid	Dominion allotment	Claims paid to Mar. 31/42	Dominion allotment	Claims paid by Dominion
	\$	\$ cts.	\$	\$ cts.	\$	\$ cts.
Nova Scotia.....	75,000	68,175 70	230,000	168,324 50	305,000	236,500 20
New Brunswick.....	93,000	88,119 89	320,000	229,993 80	413,000	318,113 69
Quebec.....	146,000	147,214 68	1,140,000	895,995 33	1,286,000	1,043,210 01
Ontario.....	885,000	879,292 79	2,510,000	1,806,454 01	3,395,000	2,685,746 80
Manitoba.....	55,000	25,390 93	355,000	290,054 18	410,000	315,445 11
Saskatchewan.....	51,000	50,625 31	575,000	491,835 12	626,000	542,460 43
Alberta.....	205,000	209,498 52	685,000	606,032 69	890,000	815,531 21
British Columbia....	75,000	66,199 89	520,000	409,072 65	595,000	475,272 54
Administration...	1,585,000	1,534,517 71	6,335,000	4,897,762 28	7,920,000	6,432,279 99
	.....	3,486 91	.....	33,502 73	.....	36,989 64
	.....	1,538,004 62	.....	4,931,265 01	.....	6,469,269 63

REGIONAL ADMINISTRATION

The local administration of the War Emergency Training Programme in each province was carried on under the jurisdiction of the provincial governments. A Regional Director of the War Emergency Training Programme in each province was appointed by the Dominion. Provincial officials were selected to act as Regional Directors of the programme in all provinces except Quebec, Ontario and Manitoba, where these officers were Dominion officials.

Necessary supervisors, instructors, clerks and other personnel required at the various training centres were engaged by the provincial administration, the Dominion reimbursing the provinces for the salaries and travelling expenses incurred. At the end of February the total of such personnel employed under the programme was as follows:—

Full-time instructors—Industrial Classes.....	262
Army and Navy.....	216
R.C.A.F.....	298
Part-time instructors—Industrial Classes.....	313
Army.....	130
R.C.A.F.....	56
Other full-time personnel.....	172
Other part-time personnel.....	149
Total.....	<u>1,596</u>

Too much recognition cannot be given to the valuable assistance rendered by the provincial officials in charge of the War Emergency Training Programme and the staffs of the participating schools. While the funds required for the programme were provided almost entirely by the Dominion a substantial contribution was made by the provincial Departments of Education and Labour by way of attending to the detailed administration. Perhaps the most substantial contribution to the programme was made by the local School Boards in placing at the disposal of the Government the equipment and facilities of the vocational schools. Appreciation is also expressed for the assistance given by the principals and teachers of the vocational schools whose interest was a large factor in the success of the programme during the year.

Applications for training under the programme or requests for information should be addressed to the nearest training centre or to the Regional Director of the Dominion-Provincial War Emergency Training Programme for the province. The Regional Directors and their addresses follow:—

Prince Edward Island.....	W. R. Shaw, Esq., Deputy Minister of Agriculture, Charlottetown.
Nova Scotia.....	Dr. F. H. Sexton, Director of Technical Education, Department of Education, Halifax.
New Brunswick.....	W. K. Tibert, Esq., Director of Vocational Education, Department of Education, Fredericton.
Quebec.....	Gabriel Rousseau, Esq., Regional Director, War Emergency Training Programme, 7345 Garnier Street, Montreal.

Ontario.....	H. H. Kerr, Esq., Regional Director, War Emergency Training Programme, East Block, Parliament Buildings, Toronto.
Manitoba.....	S. M. Mutchmor, Esq., Regional Director, War Emergency Training Programme, 4th Floor, Customs Building, Winnipeg.
Saskatchewan.....	W. A. Ross, Esq., Regional Director, War Emergency Training Programme, Department of Education, Regina.
Alberta.....	J. H. Ross, Esq., Regional Director, War Emergency Training Programme, 128-7th Ave., W., Calgary, Alberta.
British Columbia.....	Lt.-Col. F. T. Fairey, Director of Technical Education, Department of Education, Victoria, B.C.

CENTRAL ADMINISTRATION

The Inter-departmental Committee on Labour Co-ordination which recommended the expansion of the War Emergency Training Programme in January, 1941, continued to formulate the policies and principles in respect to the programme. The administration of the Youth Training Programme and the War Emergency Training Programme was carried on under the direction of the Dominion Supervisor of Training. As explained in the section of this report dealing with training in industry, the services of Mr. F. H. Horton as Assistant Supervisor of Training, were obtained on loan from the Unemployment Insurance Commission. The only other additions to the staff during the fiscal year 1941-42 were two stenographers.

The staff of the Dominion Unemployment Relief Branch of the Department of Labour continued to be responsible for the accounting and statistical work involved in the administration of the Training Programme.

Respectfully submitted.

R. F. THOMPSON,
Supervisor of Training.

